

Initial Compliance

OSHA COURSE 1000

Congratulations on becoming a part of the Department of Labor's (DOL) Occupational Safety and Health Administration (OSHA) family. Your professional career as a Compliance Safety and Health Officer (CSHO) is supported by your training opportunities. Your training begins with the OSHA course #1000 Initial Compliance.

Course Objective

- The goal of the course is stated as follows: Given the responsibility to inspect a workplace, you will be able to identify CSHO responsibilities related to evaluating and promoting workplace safety and health compliance in accordance with the OSH Act, Field Operations Manual, and other Agency directives.

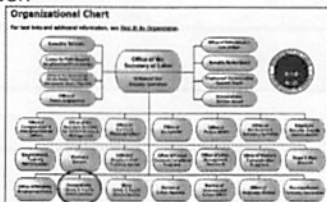
Objective

- OSHA is a Department of Labor (DOL) Agency. This lesson provides an overview of the Department of Labor (DOL) which includes information on OSHA's history, mission, structure, and programs. Therefore, you will be able to identify the missions including the services of the Department of Labor and OSHA.

- Recognize the mission and major laws administered by the Department of Labor
- Identify important events and legislation leading up to the signing of the Occupational Safety and Health Act of 1970
- Recognize OSHA's mission and the overall structure of OSHA's National Office, Regional Offices, Area Offices, and State Programs
- Identify the programs and services that OSHA provides

Introduction

- We are OSHA on the chart. You will interact with other organizations within the Department of Labor in your work as a compliance officer.



DOL Mission

The Mission of the Department of Labor is to:

- Foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States

- Improve working conditions

- Advance opportunities for profitable employment

- Assure work-related benefits and rights



Major Laws of DOL

Do you know that more than 180 federal laws are administered and enforced by the Department of Labor?

These mandates and the regulations that implement them cover many workplace activities for about 10 million employers and 125 million workers.

Major Laws of DOL

One of the principal DOL laws, the Occupational Safety and Health Act of 1970, covers workplace Safety. Some of the other major DOL statutes govern wages and hours worked, pensions and welfare benefits, mine safety, and migrant and seasonal agricultural workers.



History of Safety and Health Regulations

- Now that you have gotten an introduction to the Department of Labor, its mission and some of the major laws the Department administers, let us learn more about OSHA / MOSH.

History of Safety and Health Regulations

- To understand the impact our agency has, it is important to know a little about how OSHA came into effect. Travel with me back in time to the post-Civil War era (circa 1870 — 1880) to learn about the history of safety and health legislation in America.

Post Civil War State Laws

- In the factories that sprang up after the Civil War, chemicals, dusts, dangerous machines, and a confusing jumble of belts, pulleys, and gears confronted a growing workforce. Although some State factory laws were passed in response to increasing industrial accidents, there was no national regulation of safety and health hazards.

Post Civil War State Laws

- The State legislation in effect was badly flawed. There were many holes in the piecemeal system, and numerous hazards were left uncontrolled. Many legislatures failed to provide adequate funds for enforcement and inspectors were not always given the legal right to enter workplaces.



Triangle Fire

- The Triangle Shirtwaist Company fire had a major impact on safety and health legislation in the United States.



Triangle Fire

- On March 25, 1911, the fire, which broke out on the top floors of the 10-story Asch Building in lower Manhattan, New York, killed 146 of the 500 employees of the Triangle Shirtwaist Company in one of the worst industrial disasters in the nation's history. These factory workers, mostly young female immigrants from Europe working long hours for low wages, died because of inadequate safety precautions and lack of fire escapes. To keep the women at their sewing machines, the proprietors had locked the doors leading to the exits.



Frances Perkins

- This tragedy outraged the public and spurred the demand for safety and health reform. Frances Perkins, who later became Secretary of Labor, served on the commission that investigated the fire and sought to prevent reoccurrence. Later, when Franklin Roosevelt became governor of New York, he appointed Perkins to the post of Industrial Commissioner.



1910 — 1920: Safety and Health Events

During this time (1910 - 1920), other events affecting and health regulation in the United States included the following.

- Dr. Alice Hamilton (now considered the founder of industrial medicine in America) was in the midst of pioneering investigations into the lead trades as director of the Illinois Occupational Disease Commission.

1910 — 1920: Safety and Health Events

In 1911, she published a study of the white lead industry that was the first of a series of reports known as the "Federal survey."

In 1913, Congress created the Department of Labor. One of its main purposes was "to improve working conditions."

1910 — 1920: Safety and Health Events

- The entry of the United States into World War I precipitated a crisis in health and safety conditions in the war production industries. To meet this challenge, Congress initiated the Working Conditions Service. The service inspected war production sites, advised companies on reducing hazards, and helped States develop and enforce safety and health standards.

First Federal Safety and Health Agency

- In 1933, President Franklin Roosevelt appointed Frances Perkins as his Secretary of Labor, a position she held for twelve years.
- Perkins was the first woman Cabinet member. She created a Bureau of Labor Standards in 1934. This was the first permanent Federal agency established primarily to promote safety and health for the entire workforce.



- The Bureau helped State governments improve their administration of job safety and health laws and raise the level of their protective legislation.



Federal Law

- In the 1930's, as part of Roosevelt's New Deal, Congress enacted three laws which increased the Federal government's role in protecting people on the job.



Federal Law

- The Social Security Act allowed the U.S. Public Health Service to fund industrial health programs run by State health departments.
- The Fair Labor Standards Act of 1938, which set a minimum wage and banned child labor, gave the Labor Department the power to bar workers under age 18 from dangerous occupations.

Federal Law

- The Walsh-Healey (Public Contracts) Act, passed in 1936, required that all federal contracts above a certain dollar limit be fulfilled in a healthful and safe working environment.

Additional Federal Legislation

- The legislation of the 1930's was successful in improving working conditions in the United States. However, by the late 1950's, the Federal-State partnership that Frances Perkins had promoted was no longer adequate to deal with the growing work force and increasing safety and health hazards in the workplace.

Additional Federal Legislation

- Gradually, the Federal government took a larger role. This Federal legislation included the laws covering the mine, maritime and construction industries. However, each of these laws applied only to a small segment of employers.

1950's and 1960's

During the 1950's and 1960's, work-related injuries and illnesses continued to increase.

- By the 1960's, approximately 14,000 workers were killed annually and more than 2.2 million workers were disabled every year because of a work-related injury or illness.

1950's and 1960's

- The estimated new cases of occupational diseases totaled 300,000.

Proponents of federal legislation thought a consistent approach would help.



OSHA Act Signed

By 1969, the idea of a general job safety and health law had taken hold.

- On December 29, 1970, President Nixon signed the Occupational Safety and Health Act.
- Co-authored by Senator Harrison Williams (Dem. NJ) and Congressman William Steiger (Rep. WI), the Act is sometimes referred to as the Williams-Steiger Act.



OSHA'S MISSION

Now that you are familiar with the history of safety and health legislation prior to OSHA, let us focus on our agency's mission and structure.



OSHA'S Mission

- The mission of OSHA is to save lives, prevent injuries, and protect the health of America's workers. To accomplish this, federal and state governments must work in partnership with more than 100 million working men and women and their eight million employers who are covered by the Occupational Safety and Health Act of 1970.

OSHA'S Mission

Together federal and state OSHA programs have about 2,500 inspectors.

Nearly every working man and woman in the nation comes under OSHA's jurisdiction. The few exceptions include miners, transportation workers, many public employees, and the self-employed.

OSHA'S Objectives

Since its inception, OSHA's job has been to protect American workers. To do this, OSHA focuses on three objectives:



To achieve these objectives, OSHA uses a combination of strong enforcement, creative partnerships, improved rulemaking and expanded outreach and training.

OSHA'S Objectives

1. Improving workplace safety and health by reducing injuries, illnesses, and fatalities
2. Changing workplace culture by increasing employer and employee commitment to improved safety and health
3. Securing public confidence through excellence in developing and delivering OSHA services

Organizational Structure

- OSHA is under the direction of the Assistant Secretary of Labor for Occupational Safety and Health.

Organizational Structure

- OSHA's organizational structure consists of:
 - The National Office
 - 10 Regional Offices
 - Approximately 90 federal area and district offices
 - Approximately 28 state offices

Regional Offices



Regional Offices

- Each of OSHA's ten Regional Offices is under the direction of a Regional Administrator (RA). The RA supervises OSHA activities within a region.

Regional Offices

- In addition to the RA, the Regional Office staff in the larger regions may include:
- Deputy Regional Administrator Assistant Regional Administrators (Titles and responsibilities differ in each region)
- Regional Supervisory Investigators
- Labor Liaison
- Professional, administrative and support personnel

State Plan State

Generally, federal OSHA maintains a small area office in states with state plans. Staff may include an area director, safety specialists, industrial hygienists and support staff. The federal staff performs certain enforcement activities, such as those related to federal agencies and the maritime industry, and work with the state to carry out the OSHA program

State Plan- Overview

- State plans are OSHA-approved job safety and health programs operated by individual states or territories instead of Federal OSHA.
- Section 18 of the OSH Act encourages states to develop and operate their own job safety and health programs and permits state enforcement of OSHA standards if the state has an approved plan.

State Plans - Overview

- Once OSHA approves a state plan, it funds 50 percent of the program's operating costs.
- State plans must provide standards and enforcement programs, as well as compliance assistance activities, that are at least as effective as those of Federal OSHA.

OSHA's Programs and Services

- They include:
- On-site Consultation Services
- Voluntary Protection Programs
- Partnerships
- Alliances
- Training and Grants

On-site Consultation

The Consultation service is delivered by state governments and is primarily targeted to small employers with more hazardous operations. Through this free consultation service, which is largely funded by OSHA, employers can:

- Find out about potential hazards at their worksites

On-site Consultation

- Improve their occupational safety and health management systems
- May qualify for a one-year exemption from routine programmed OSHA inspections

Most consultations take place on-site, though limited services away from the worksite are available.

Duties of Consultation

- Each state operates a consultation program. Consultants:
 - identify hazards
 - Offer correction assistance
 - Help develop or improve safety and health management systems



Consultants (continued)



Unlike compliance personnel, consultants do not issue citations or propose penalties. Though services are voluntary, they carry obligations to which the employer must agree. The most important obligations are to correct all **imminent danger** situations and **serious** hazards found during the consultation visit.

Imminent Danger

- Imminent danger refers to employment conditions or practices creating a danger which could reasonably be expected to cause death or serious physical harm immediately or before the danger could be eliminated through normal enforcement procedures.

Serious Hazards

- Serious hazards refers to hazards for which there is a substantial probability that death or serious physical harm could result.

Consultants

- OSHA provides consultation assistance to the employer with the assurance that his or her name, firm, and information about the workplace will not be routinely reported to OSHA enforcement staff.

Safety and Health Achievement Recognition Program (SHARP)

- In many states, employers may participate in OSHA's "Safety and Health Achievement Recognition Program" (SHARP), which is designed to provide incentives and support to smaller, high-hazard employers to develop, implement and continuously improve effective safety and health programs at their worksites.

SHARP

- Employers who participate in SHARP and demonstrate exemplary achievements in workplace safety and health may be exempted from OSHA programmed inspections for a period of one year initially, or 2 years upon renewal.



Voluntary Protection Programs (VPP)

They are two of the levels in OSHA's Voluntary Protection Programs (VPPs). Voluntary Protection Programs are designed to recognize and promote effective safety and health management systems.

VPP - STAR

- Star participants meet all VPP requirements
- Merit participants have demonstrated the potential and willingness to achieve Star program status, and are implementing planned steps to fully meet all Star requirements

VPP

- Star Demonstration, the other level in the VPP, recognizes work sites with Star quality safety and health management systems that differ in some significant fashion from the VPP model

VPP

- Recognize employers who have successfully developed and implemented effective safety and health management systems
- Encourage these employers to continuously improve their systems



VPP - Benefits

- Some of the benefits of VPP include:
 - Reduced injuries and illnesses and related costs
 - improved employee motivation
 - Positive community recognition
 - A positive relationship with OSHA



- Employers also receive exemption from OSHA programmed inspections. However, scheduling of unprogrammed inspections at VPP sites follow normal enforcement procedures.

Programmed Inspections

Programmed inspections refers to inspections of worksites which have been scheduled based upon objective or neutral selection criteria.

Unprogrammed Inspections

Unprogrammed inspections refers to inspections scheduled in response to fatalities / catastrophes, formal complaints, and referrals.

Strategic Partnerships

- OSHA Strategic Partnership Program for Worker Safety and Health (OSPP).

In a partnership, OSHA enters into an extended, voluntary, cooperative relationship with groups of employers, employees, and employee representatives in order to encourage, assist, and recognize their efforts to eliminate serious hazards and achieve a high level of worker safety and health.

Strategic Partnership Program

OSHA and its partners have the opportunity to:

- Identify a common goal
- Develop plans for achieving that goal
- Cooperate in implementation.



Strategic Partnerships

Many partnerships focus on areas of concern addressed in OSHA's Strategic Plan, such as landscaping, ship and boat building and public warehousing.

Partners can be associations, unions and councils, and industries. Partner work sites may be very large, but most often they are small businesses averaging 50 or fewer employees.

Elements of Partnerships

- The Strategic Partnership Program moves away from traditional enforcement methods and embraces collaborative agreements. Through OSPP, OSHA and its partners agree to work cooperatively to address critical safety and health issues.

Elements of Partnerships

- Partnerships must include each participating employer's commitment to implement an effective workplace safety and health management system or to address a specific hazard.

Each partnership is intended to influence multiple worksites or employers. This is a departure from the focus on individual worksites that characterizes the OSHA Consultation Program and the Voluntary Protection Programs (VPP).

Benefits of Partnerships

- Benefits of participation in an OSHA partnership are similar to that of VPP and include: Fewer work-related injuries, illnesses and fatalities
 - Lower workers' compensation costs and other injury and illness-related costs
 - Improved employee motivation
 - Positive community recognition

PARTNERSHIP

Alliances

- Enable organizations committed to workplace safety and health to collaborate with OSHA to prevent injuries and illnesses in the workplace.
- Allow OSHA and its allies to work together to reach out to, educate, and lead the nation's employers and their employees in improving and advancing workplace safety and health.
- May be established by OSHA's National, Regional and Area offices, or by State Plan States.

Alliances - Benefits

- Building trusting, cooperative relationships with the Agency
- Networking with others committed to workplace safety and health
- Leveraging resources to maximize worker safety and health protection



Participation & Requirements

Alliances are open to all groups, including:
Trade or professional organizations

- Businesses
- Labor organizations
- Educational institutions
- Government agencies



Alliances - Participation & Requirements

There are few formal program requirements for Alliances, which are less structured than other cooperative agreements, and the agreements do not include an enforcement component. However, OSHA and the participating organization must define, implement and meet a set of short and long-term goals.

OSHA Training & Grants

Our agency provides education and training through several programs, including:

- The OSHA Training Institute
- OSHA Training Institute Education Centers
- The Outreach Training Program
- Training grants

OSHA Training Institute

The OSHA Directorate of Training and Education develops training that helps OSHA staff and other employees and employers in the recognition, avoidance and prevention of unsafe and unhealthful working conditions.

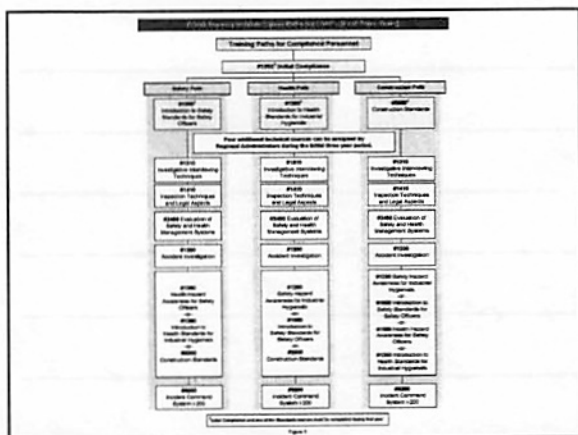


OTI

The OSHA Training Institute (OTI), which is part of the Directorate of Training and Education, provides training to Federal and State OSHA personnel, State consultants, other Federal agency personnel, and private sector employers and employees.

OTI

In the near future, you will be attending a series of courses at OTI in Arlington Heights, Illinois. OTI courses cover areas such as electrical hazards, machine guarding, ventilation, and other industrial hazards.



Phase I

- Initial Courses Training Requirements:
 - Initial Compliance
 - Introduction to Safety Standards
 - Introduction to Health Standards
 - Construction Standards

Phase I

- Investigative Interviewing Techniques
- Inspection Techniques and Legal Aspects
- Evaluating Safety and Health management Systems
- Accident Investigation

Phase II

- Steel Erection we are hosting Nov 2015
- Cranes
- Excavation
- Incident Command
 - Online with exam

Webinars and Online Learning

- Supervisors use of webinars during Staff meetings.
- Use of Online Learning courses refresher
 - Web-based courses



OTI

The OTI facility includes laboratories with various demonstrations and equipment, such as:

- Woodworking and welding shops
- A complete industrial ventilation unit
- Construction activities



OTI Education Centers

The Directorate of Training and Education administers the OSHA Training Institute (OTI) Education Center Program. The OTI Education Centers are a national network of nonprofit organizations authorized by OSHA to deliver occupational safety and health training to private and public sector workers, supervisors, employers, and safety professionals.

OTI Education Centers

There are 41 OTI Education Centers located throughout the United States with at least one in each OSHA Region.

OTI Education Centers

- The OTI Education Centers are selected through a competitive process based upon their occupational safety and health training experience
- They receive no funding from OSHA and support their program through tuition and fees
- Are the Authorized Training Organization for the Outreach Training Program
- Annually train more than 50,000 students

Outreach Training Program

Outreach Training Program

Construction General Industry Maritime Disaster Site

OSHA's primary way to train workers in the basics of occupational safety and health is through the Outreach Training Program. The OSHA Outreach Training Program provides training on the recognition, avoidance, abatement, and prevention of workplace hazards.

Outreach Training Program

The Outreach Training Program trains worker in hazards specific to the construction industry, general industry, and maritime industries, and disaster site workers. Individuals who meet the prerequisite requirements to become an authorized Outreach trainer may teach the 10- and 30-hour Outreach courses.

Outreach Training Program

- More than 830,000 workers are trained annually
- OSHA has more than 30,000 authorized Outreach trainers
- Authorized Outreach trainers are required to follow the Outreach Training Program Requirements and industry procedures
- Authorized Outreach trainers receive record audits and training observations through their OTI Education Center to ensure program integrity and compliance

Training Grants

OSHA offers funds to nonprofit organizations to train workers and employers to recognize, avoid, and prevent safety and health hazards in their workplaces through Training Grants (also called Susan Harwood Grants).



Training Grants

Grants often focus on high-risk activities or hazards, or may help nonprofit organizations establish ongoing training, education, and outreach efforts.

Training Grants

- Develop programs that address topics named by OSHA
- Recruit workers and employers for the training,
- Conduct the training
- Follow-up with those trained to find out what, if any, changes were made to reduce hazards in their workplaces as a result of the training

The History of MOSH

- Section 18 of the Williams-Steiger Act , "State Jurisdiction & State Plans" encourages the 50 states to assume responsibility for the administration and enforcement of occupational safety and health laws & standards that are least effective as those adopted on the Federal level.



History of MOSH

- In response to this challenge, the 1973 session of the Maryland General Assembly enacted enabling legislation, and the Maryland Plan for Occupational Safety and Health was approved by the federal government on June 28, 1973



THIS IS MOSH

- The Maryland Occupational Safety and Health Act Became effective on July 1, 1973
- After a period of review and further development on August 16, 1976 OSHA signed an operational agreement with MOSH
- February 15, 1980, Maryland plan certified
- Final approval granted on July 18 1985.

Purpose of the MOSH Act

The mission of the Maryland Occupational Safety and Health (MOSH) program is:

- To assure as far as possible, every working man and woman in the State of Maryland, safe and healthful working conditions and,

Purpose of the MOSH Act con't

- To assure, in so far as practicably, that no employee will suffer diminished health, functional capacity, or life expectancy as a result of his or her work experience.

Purpose of the MOSH Act con't

To accomplish these goals, MOSH:

- Encourages employers and employees to reduce safety and health hazards at their workplace and to create or improve existing safety and health programs;

Purpose of MOSH Act

- Provides on request to qualified employers, free of charge consultants to review the employer's worksite to identify hazardous conditions;
- Develops and adopts occupational safety and health standards;
- Provides effective compliance and enforcement programs;

Purpose of MOSH Act

- Establishes and administers reporting procedures for job injuries, illnesses, and fatalities; and,
- Conducts research in the field of occupational safety and health to identify innovative methods, techniques and approaches to address occupational safety and health issues.